

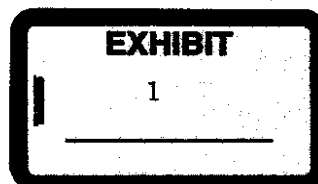
JAN 23 2004 14:55 FR SOLUTIONS SER CENTER 5199418178 TO 5010404323563...
OCT 21 2003 3:31PM IC TENNeco AUTOMOTIVE

TO: Richard Pence
FROM: Rod Little *Rod Little*
DATE: October 21, 2003

This is to advise you of our discussion today:

- You are being placed on a medical leave of absence immediately.
- A referral has been made for you with the Employee Assistance Program. You are to contact Amber at the EAP at 1-800-315-4649, extension 6138, before 1:00 p.m. on October 22, 2003. If she is unavailable, leave a message with your name and telephone number at which she may return your call.
- You are not to return to Tenneco Automotive at any time until the company has contacted you.
- Should you have any questions you may contact me directly at 540-432-3562.

Received by: *[Signature]*



OCT 21 2003 15:54

540 432 3563

PAGE.03